

# **Tenth Annual Finance Conference**

## **DIMHRS Pay Program Update**



**Renaissance Cleveland Hotel**

**Tower City Center**

**Cleveland, Ohio**

**March 28-30, 2000**

**Presenter: Sylvia Hanneken**

# OUTLINE



- **DIMHRS Program Status**
- **Organization**
- **Environment**
- **Transition & Schedule**
- **Progress**
- **Challenges**

# DIMHRS PROGRAM STATUS

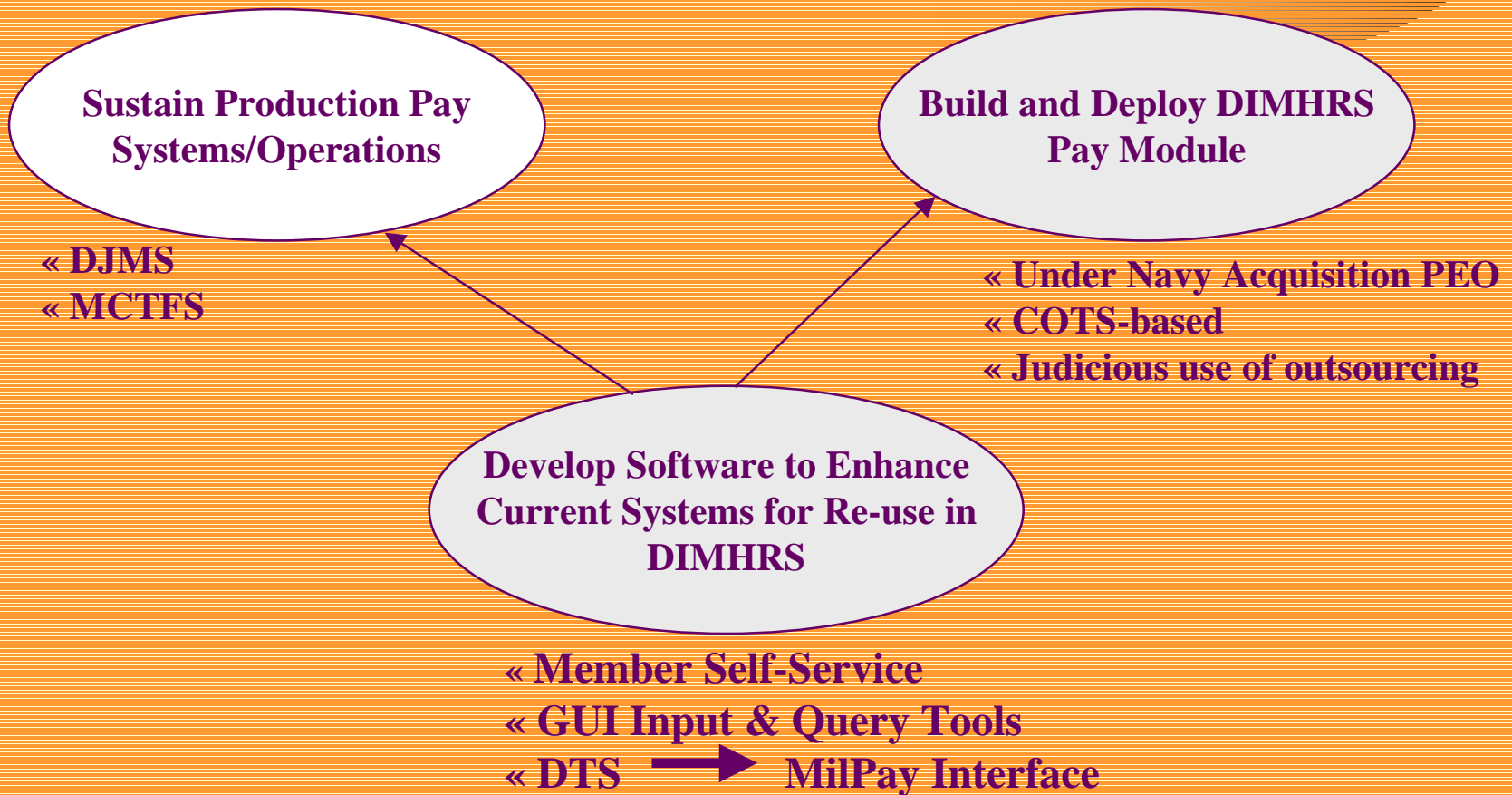


- **Milestone I Documentation**
  - Operational Requirements Document (ORD)
  - Acquisition Program Baseline (APB)
  - Acquisition Strategy Plan (ASP)
  - Test & Evaluation Master Plan (TEMP)
- **COTS Selection**
  - Test Scripts/Evaluation Criteria
  - Vendor Demonstrations
- **OTHER**

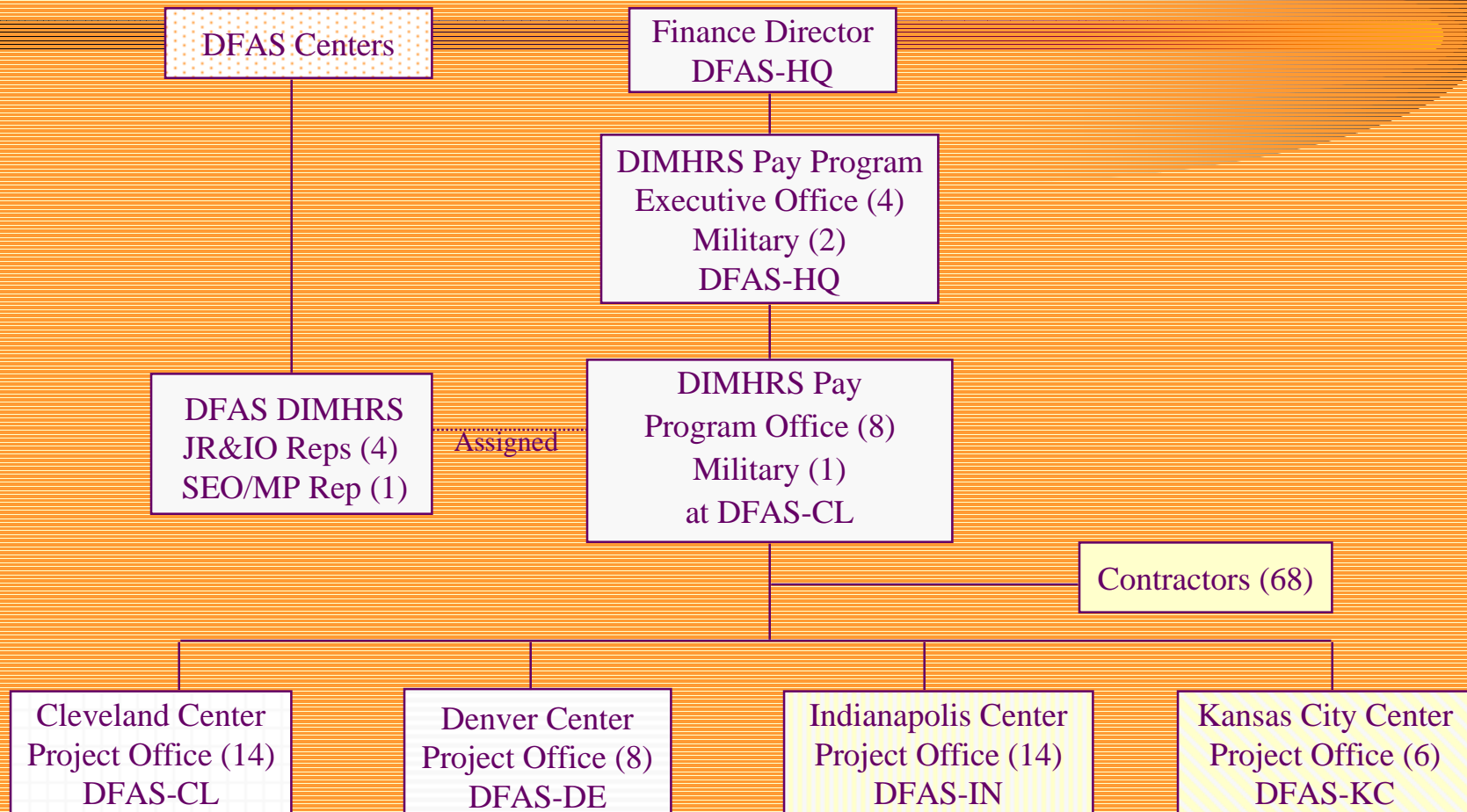
# VISION & OBJECTIVES

- **Develop a single, unified payroll process for the DoD that serves active and reserve communities**
- **Establish seamless integration of pay and personnel capabilities**
- **Develop a single, technologically advanced pay system that effectively and efficiently delivers quality service to our customers**
- **Interface DPM with the DFAS Corporate Database (DCD) to provide data to applicable accounting, disbursing, and other “trading partner” systems**
- **Develop and implement a technologically advanced set of end user tools for use now and under DIMHRS**

# STRATEGY FOR FUTURE MILITARY PAY ENVIRONMENT



# ORGANIZATION



**Program (54); DFAS DIMHRS Reps (5); Military (3); Contractors (68)**

# PARTNERSHIP

- **Navy PEO-IT Establishes Governance Rules, e.g.,**
  - Architectural Standards
  - Configuration Management
- **DFAS will Develop, Test & Operate within the DIMHRS Enterprise Architecture**
- **DFAS will Act as a “Subcontractor” to PEO-IT to Develop the Pay Module**
- **Integrated Scheduling**
- **“Bundled” Acquisition Strategy**
- **Single (COTS) Automated Information System (AIS)**
- **Partnership Formalized with MOA**

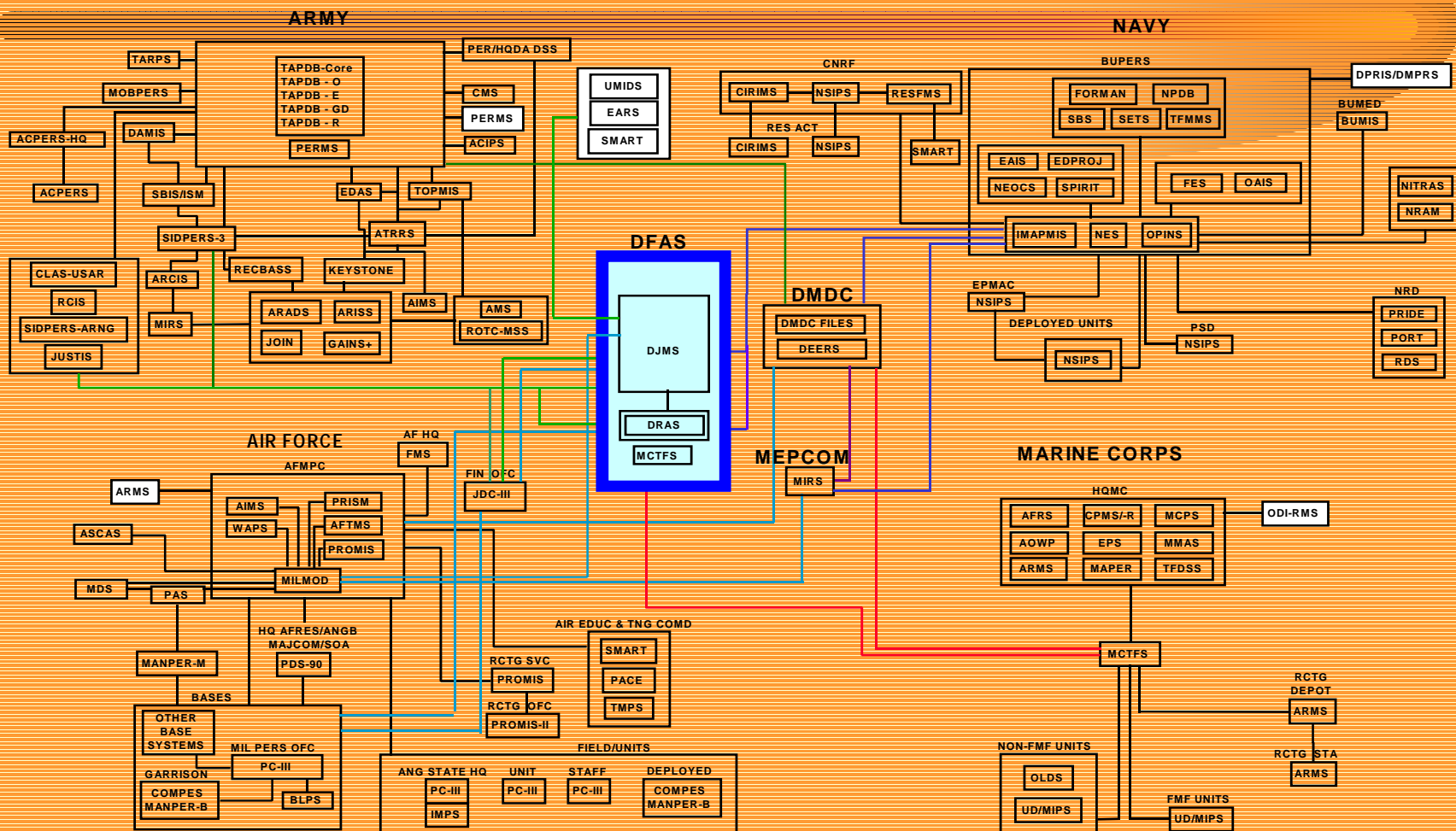
# DIMHRS-DFAS CONTEXT



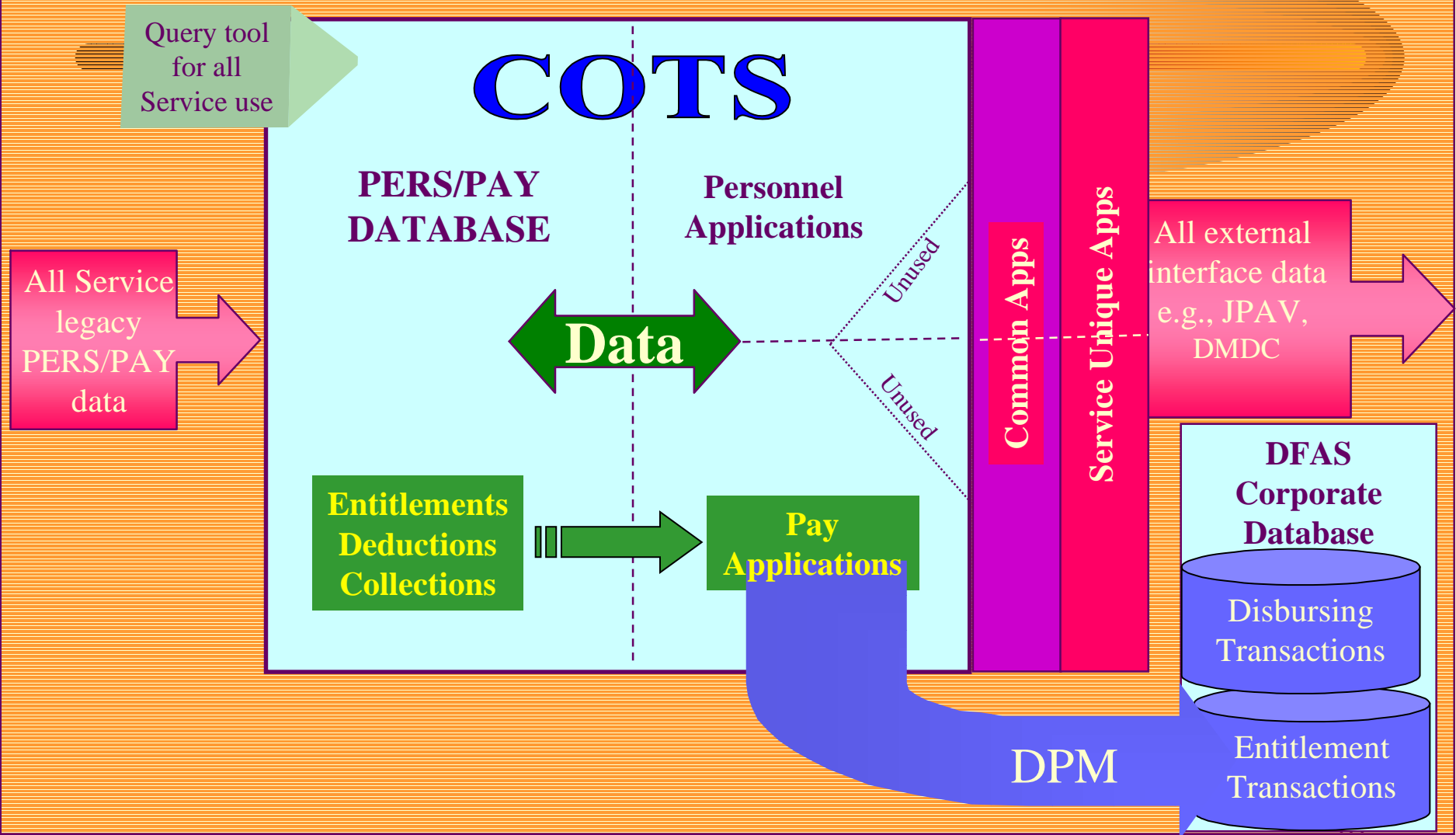
- **DIMHRS (Pers/Pay)**
  - Single, Integrated Personnel and Pay System using COTS and GOTS
  - Common Data Store
  - Series of Modules that use Common Data to Execute Personnel and Pay Functions
- **DIMHRS Pay Module (DPM)**
  - Single Module Within DIMHRS (Pers/Pay)
  - Executes Pay Computation and Disbursement using the Common Data Store



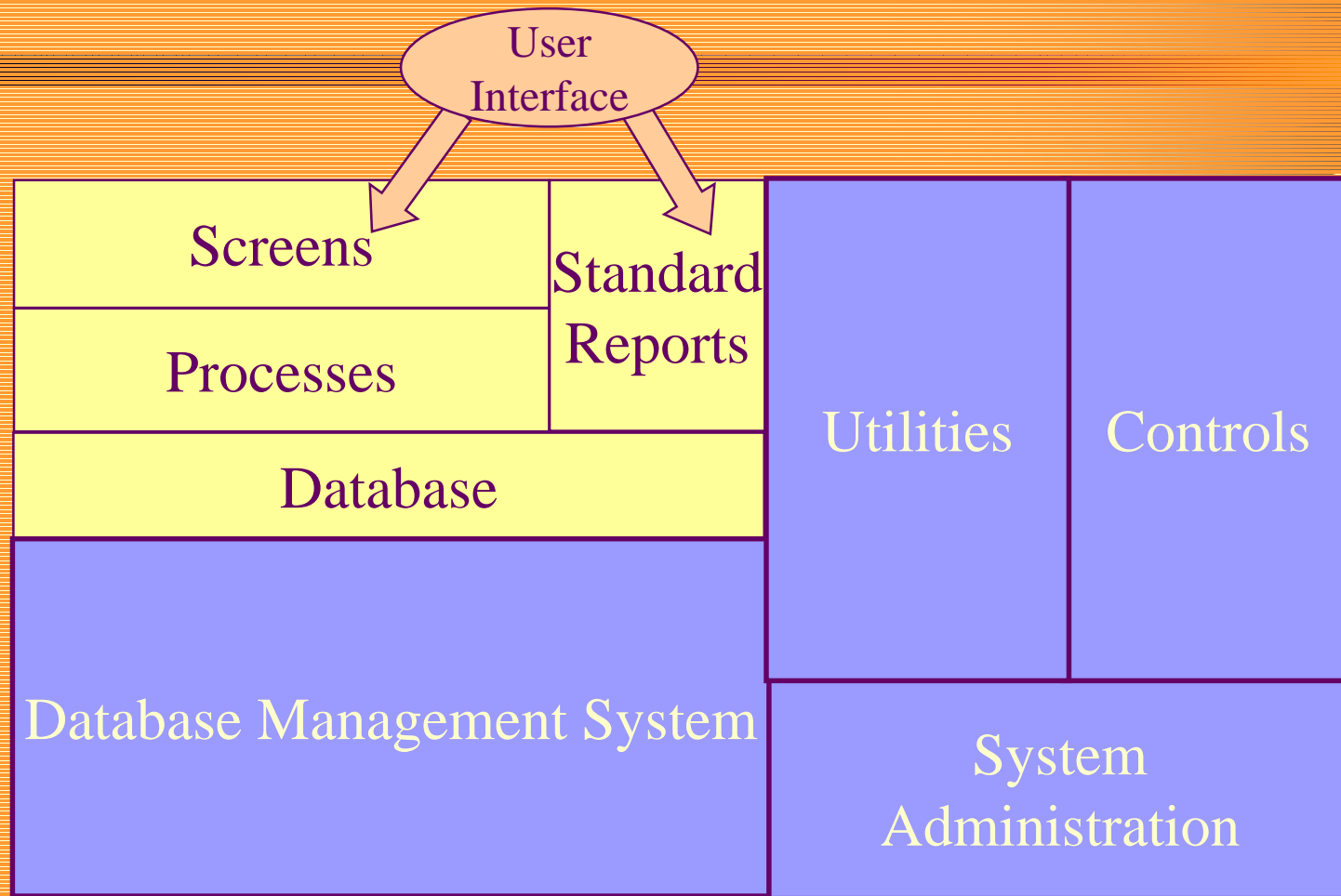
# PERS/PAY SYSTEM COMPLEXITY



# COTS CONTEXT



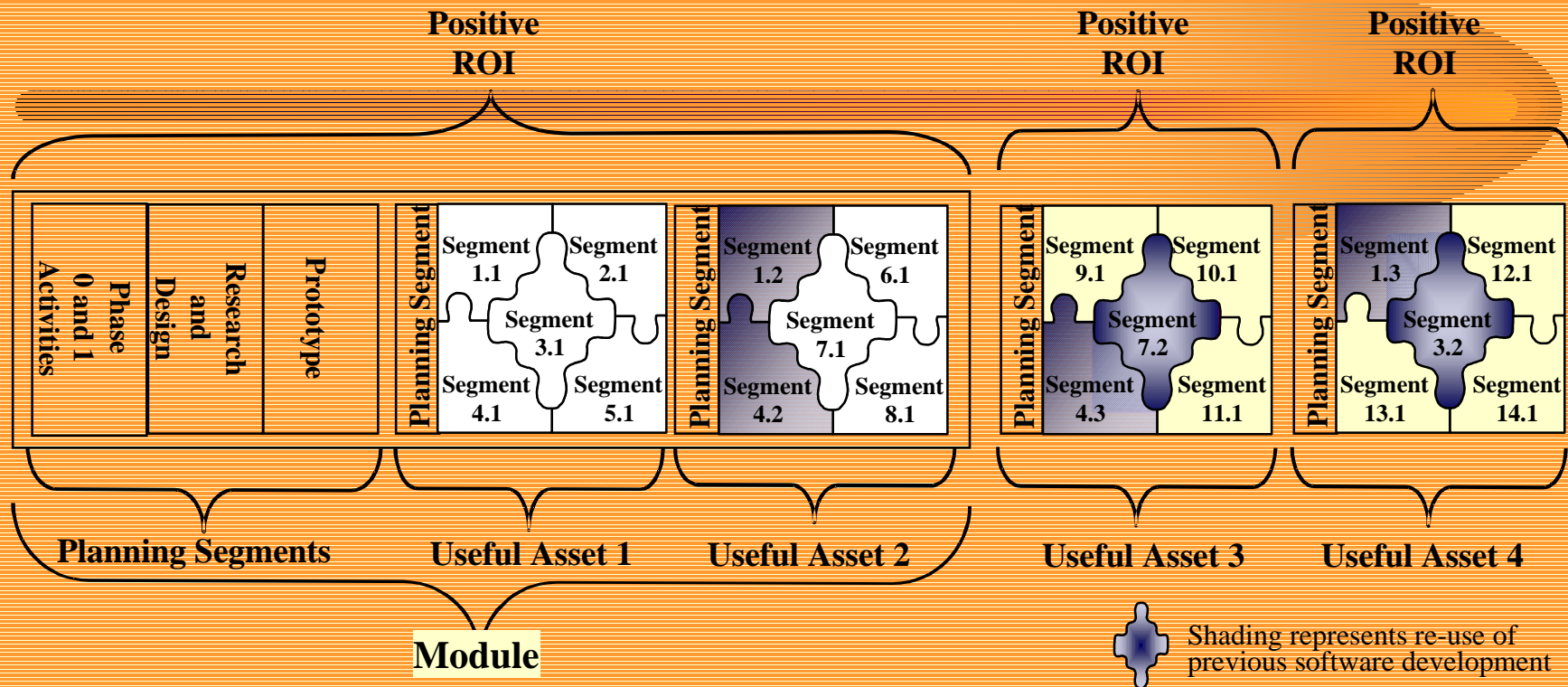
# COTS BASE



 COTS Infrastructure (65%)

# DIMHRS

## USEFUL ASSET DEVELOPMENT



### Planning Segments

Support Design, Cost, Benefit, and Risk Assessments  
Establish Cost, Schedule, and Performance Goals  
Prior to Full Acquisition

### Useful Assets [Modules]

An economic and programmatically separate segment of a capital project for which *the benefits exceed the cost*, even with no further funding.

**DIMHRS' Additions:** Includes One Planning Segment; Combination of One or More Segments; May not achieve positive ROI in and of itself; Developed and Deployed within 12-18 months.

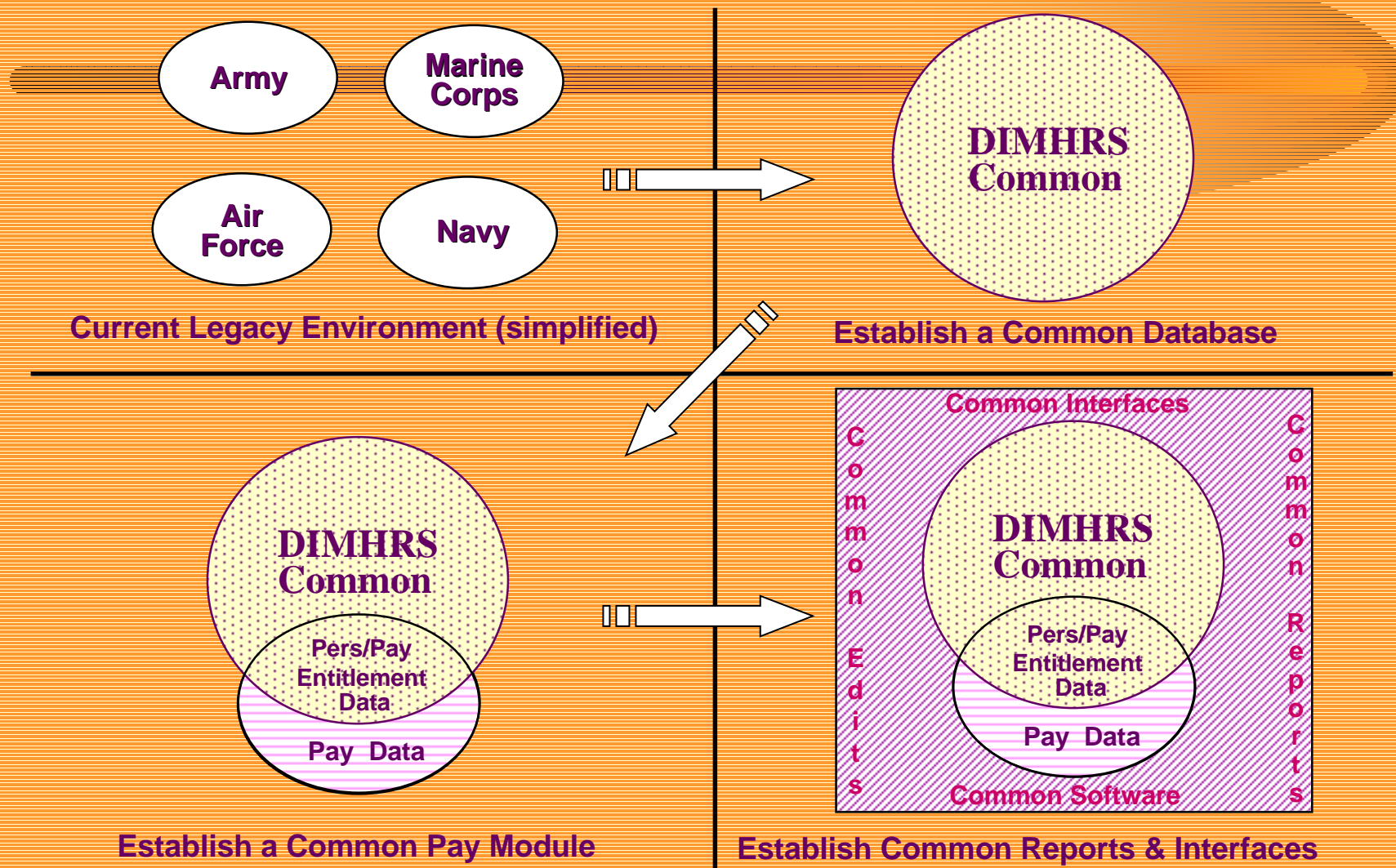
**Positive  
ROI**



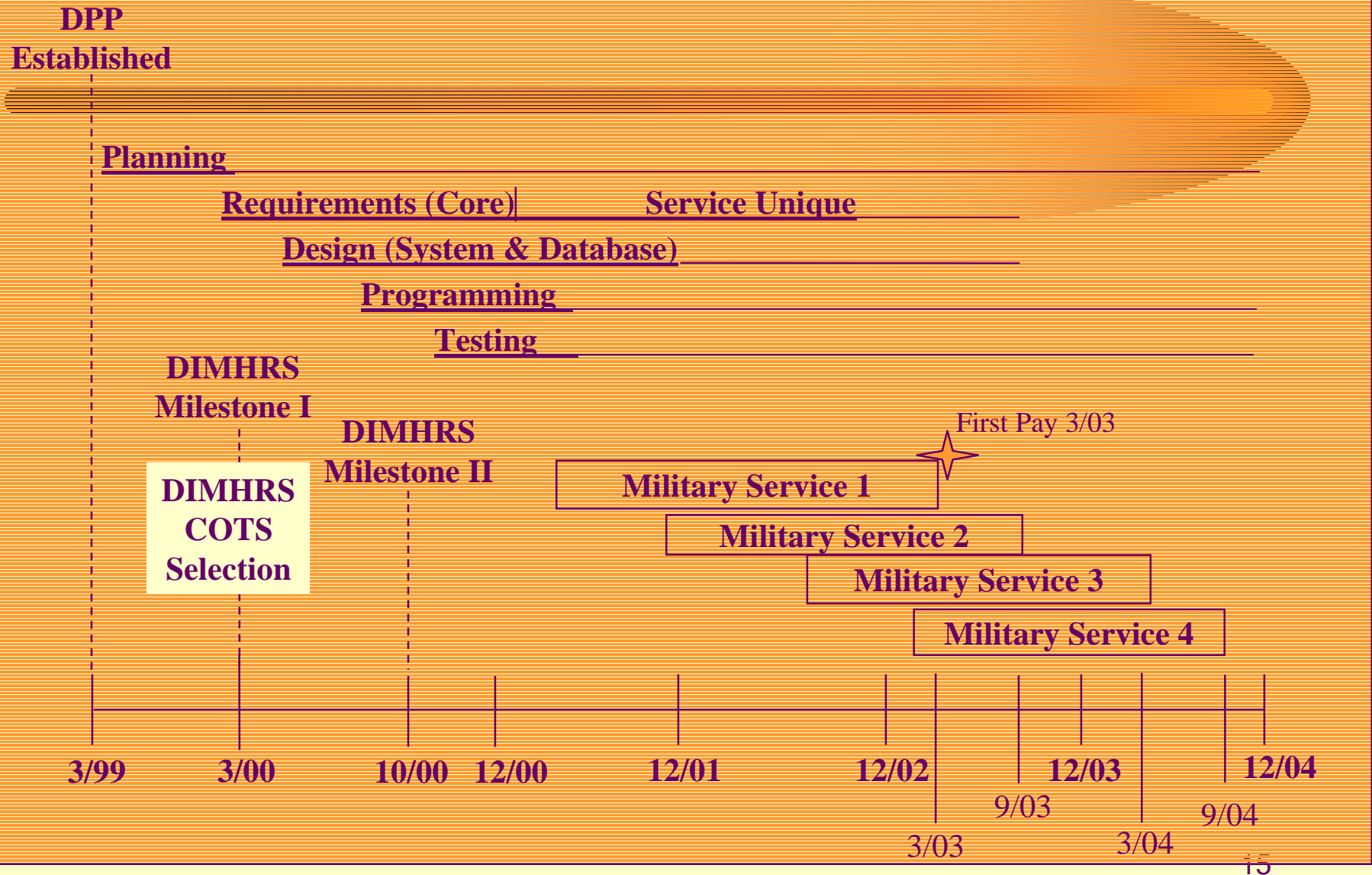
## DFAS Resources

shading represents useable CDS resource

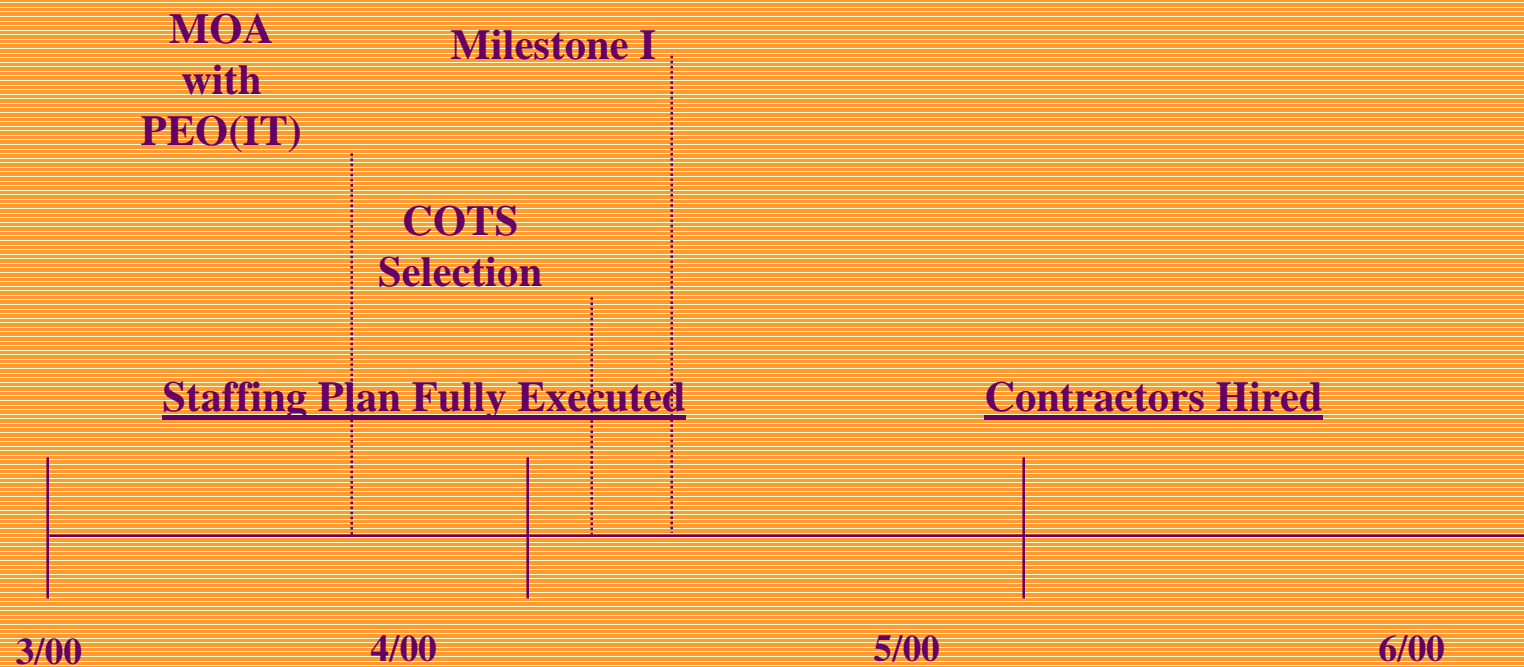
# TRANSITION



# DRAFT MIGRATION SCHEDULE



# NEAR-TERM SCHEDULE





# CHALLENGES



- **MOA Negotiation with [DIMHRS] PEO(IT)**
- **Diversity of Business Processes**  
(Clinger - Cohen)
- **COTS Selection**
  - Evaluation Process Could Delay Selection
  - Critical for Milestone I Approval
- **Contractor Hires**
  - Dependent upon COTS Selection

# ACCOMPLISHMENTS (FY00)



- **SAT Deployment of DMO**
- **Development of E/MSS**
- **DIMHRS Pay Program Planning**
  - DIMHRS Pay Module Master Plan
  - Program Concept of Operations
  - Program Staffing Plan and Position Descriptions
  - Center Pay Program Project Teams

# CURRENT TASKS



- **Negotiating MOA with [DIMHRS] PEO(IT)**
- **Participating on Technical and Functional COTS Selection Teams**
- **Executing Staffing Plan in Coordination with HQ/H**
  - Skeletal Staff in Place at All Offices
- **Completing SAT and BETA (Low Rate of Initial Production) for Defense MilPay Office Field System**

# CURRENT TASKS (CONTINUED)



- **DIMHRS Pay Module Development Tasks**
  - Operational/Functional Concept
  - High-level System Process Model
  - Technical Architecture Description
  - Military Pay Data Element Matrix
  - DCD/DPM Concept of Operations

# KEY FY00 EVENTS

- **MOA between PEO(IT) [DIMHRS] and DFAS**
- **Complete Execution of Staffing Plan**
- **Milestone I Approval**
- **COTS Selection**
- **Contractor Hires**
- **Begin DMO General Deployment in CONUS**
- **Establish DMO Test Sites in OCONUS**

# PROGRAM SUMMARY

- **Pay Program Office Established**
  - Completing Staffing Plan Execution
  - Major Documents Developed
  - Full Participation in DIMHRS (Pers/Pay)
  - Beneficial Partnership for All Parties
  - Roles and Responsibilities Being Addressed in MOA

# PROGRAM SUMMARY

- **Module Development Underway**
  - E/MSS and DMO Fielding In Process
  - Working the Major Challenges (e.g. COTS Selection)
  - Relationship Established with DFAS DCD Leadership
  - DPM Integral Part of DIMHRS (Pers/Pay)
  - Common COTS Product